

**Corrections Officer Retirement Plan  
Maricopa County Sheriff's Office, Arizona  
Regular Local Board Meeting Minutes  
(A.R.S. §38-893)  
August 7, 2018 - 11:30 AM**

Board of Supervisors Conference Room  
301 West Jefferson Street  
10<sup>th</sup> Floor - Suite 1040  
Phoenix, Arizona 85003

1. Pursuant to A.R.S. §38-893, a Corrections Officer Retirement Plan Regular Board meeting was convened on August 7, 2018 in the Board of Supervisors Conference Room, 301 West Jefferson Street, 10<sup>th</sup> Floor, Phoenix, Arizona 85003.

Membership in attendance:

Candice Copple – District 1 – Citizen (Chairperson)  
Captain Michael Wilkins – Sheriff's Office – Citizen  
Lieutenant Brent Williams – Sheriff's Office – Citizen  
Larry Pickard – Citizen

Others in attendance:

Andrea Cummings, Maricopa County Attorney's Office – Deputy County Attorney  
Suzie Saldano – Sheriff's Office – outgoing Board Secretary  
Kelly Grennan – Sheriff's Office – incoming Board Secretary  
Andy Mesquita – Sheriff's Office – HR Director  
Renee Hernandez – Maricopa County Payroll Representative  
Clinton Payne – MCSO Detention Officer  
Mike Kikes – MCSO Deputy

2. The meeting was called to order at 11:30 am with a quorum of the membership in attendance.
3. A motion was made by Capt. Wilkins and seconded by Mr. Pickard to approve the Correctional Officer Retirement Plan Board Regular and Executive Minutes from the June 26, 2018 meeting.

The motion passed unanimously.

4. Board Members requested that there was a need for an Executive Meeting for discussion with legal counsel. A motion was made by Lt. Williams and seconded by Capt. Wilkins to recess from the Regular Session and convene into an Executive Session to receive legal advice Pursuant to A.R.S. §38-431.03(A)(1), (2), (3) and (4). The motion passed unanimously. The Board entered Executive Session at 11:32 am and reconvened in regular session at 12:05 pm.
5. A motion was made by Lt. Williams and seconded by Mr. Pickard to approve the guidelines drafted by Suzie Saldano and move forward with periodic reevaluation of disability benefits as follows:

Board will determine a baseline by re-evaluating previously awarded disability retirements for all individuals who are not within 5 years of their retirement date. For all future

disability applications, Board will adopt periodic reviews of disability applications every 5 years if the IME provider answers the newly integrated question in a way that leads the Board to believe that improvement of the applicant's condition is likely. Periodic reviews will not take place should the applicant be eligible for a normal retirement during this time or should the IME provider indicate that the condition is permanent or terminal.

Newly integrated question will be as follows:

If you conclude that [Applicant Name] does have a disabling condition or injury, please detail available treatment options and their likely outcome (i.e., likelihood that treatment will restore the applicant's ability to engage in a reasonable range of duties within [his/her] department):

1. Improvement of the condition or injury is expected;
2. Improvement of the condition or injury is possible but can't be predicted;
3. Improvement is not expected (e.g., the applicant's condition is considered terminal)

#### **GUIDELINES FOR PERIODIC REEVALUATION OF DISABILITY BENEFITS**

The CORP Local Board for the Maricopa County Sheriff's Office may require a retired member with a disability to undergo periodic reevaluation of the continuation of disability benefits. Authority to conduct the periodic reevaluation of disability benefits is prescribed at A.R.S. §38-886.D (Accidental Disability, and Total and Permanent Disability) and A.R.S. §38-886.01.D (Ordinary Disability).

The reevaluation periods described below are adopted as guidelines for the Board in its periodic reevaluation of continuation of disability benefits. As guidelines, the specified review periods are not binding on the Board and the Board may establish a review period that differs from these guidelines if the Board determines that the facts of the case warrant a different review schedule than covered in these guidelines.

A.R.S. §38-886.D (Accidental Disability, and Total and Permanent Disability) and A.R.S. §38-886.01.D (Ordinary Disability) prescribe that periodic reevaluations of disability benefits shall cease when a member reaches normal retirement age as prescribed by statute. Therefore, these guidelines apply only so long as a member receiving disability benefits is under normal retirement eligibility.

The frequency of review will be conducted in five (5) year increments and may be dependent on the nature and severity of the member's medical condition, and whether it is expected to improve. The physician who conducts the Independent Medical Evaluation at the time of the disability application will be asked to address the nature, severity and likelihood of improvement as part of the medical evaluation, to guide the Board in applying these guidelines.

- If improvement of the condition or injury is expected; the first review will generally be five years after the date the Board approves the application for disability benefits, and in five-year intervals thereafter or until the member reaches normal retirement age within five years;

- If improvement is possible, but can't be predicted, the first review will generally be five years after the date the Board approves the application for disability benefits, and in five-year intervals thereafter or until the member reaches normal retirement age within five years;
- If improvement is not expected, no review will be conducted

As prescribed in statute, if the retired member with a disability refuses to submit to reevaluation, the local board may suspend payment of the pension. If the refusal continues for one year, the local board may revoke the retired member's right to the disability pension.

The motion passed unanimously.

6. Discussion regarding paperwork for Return to Work Retirees.

Board determined informational only no action required.

7. Discussion regarding replacement of Michael Wilkins as citizen member to ensure compliance with ARS 38-893. A motion was made by Lt Williams and seconded by Mr. Pickard to table for future meeting to allow time for Chairperson Copple to talk to Board of Supervisors to obtain replacement. As this process may take a few months, Local Board Secretary, Kelly Grennan, will reach out to PSPRS to verify that Michael Wilkins can continue until replacement starts.

The motion passed unanimously.

8. A motion made by Capt. Wilkins and seconded by Lt. Williams to use the Independent Medical Examination arranged by the Maricopa County Risk Management Department and accept the Accidental Disability Retirement Application for Detention Officer Clinton Payne. Local Board Secretary, Kelly Grennan to send the Accidental Disability Application Questionnaire to the IME provider for completion.

The motion passed unanimously.

9. A motion was made by Capt. Wilkins and seconded by Mr. Picard to accept and approve the following Applications for Membership with notation of pre-existing conditions:

**Applications for Membership:**

**a. Effective June 26, 2018:**

- Osborne, Tyler David

**b. Effective July 2, 2018**

- Corral, Daniel Erasmo
- Perez, Alejandro

**c. Effective July 23, 2018**

- Howell Jr., Theamos
- d. **Effective July 30, 2018**
  - Boyd, Christopher David
  - Comiolo, Jacqueline Marie
  - Luna, Albert Modesto
  - Madlock II, Joseph Martin – notation of pre-existing condition
  - Murray, Steven Owen

The motion passed unanimously.

10. Lt. Williams moved and Capt. Wilkins seconded to approve the following applications for Normal Retirement:

- a. Effective July 18, 2018 for Aisha Amaka Iman Newman, who elected to retire in the monthly amount of \$2,489.68.
- b. Effective July 27, 2018 for Homero Lopez, who elected to retire in the monthly amount of \$1,996.56.
- c. Effective July 30, 2018 for Moises Cruz, who elected to retire in the monthly amount of \$2,487.04.
- d. Effective July 31, 2018 for Corina Griffin, who elected to retire in the monthly amount of \$2,823.25.
- e. Effective August 2, 2018 for Frederick G. Schalk, who elected to retire in the monthly amount of \$930.65.
- f. Effective August 15, 2018 for Ada D. Callahan, who elected to retire in the monthly amount of \$3,448.55.

The motion passed unanimously.

11. Capt. Wilkins moved and Mr. Pickard seconded to approve the following application for Surviving Spouse Benefit:

- a. Application for Survivor's Spouse Benefit for Mrs. Nancy J. Heath, surviving spouse of Retired Detention Officer Edwin E. Heath who passed away on June 5, 2018, in the monthly amount of \$1,598.72.

The motion passed unanimously.

12. Capt. Wilkins moved and Lt. Williams seconded to approve Kelly Grennan as new CORP Local Board Secretary.

The motion passed unanimously.

13. A call to the Public – **NONE**

14. Next scheduled meeting date and time is September 4, 2018 at 11:30am.

15. Meeting was adjourned at 12:12 pm.

Approved

*Candice Copple*

*9/4/18*

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Ms. Candice Copple  
Chairperson, Corrections Officer Retirement Plan Board  
Maricopa County Sheriff's Office

Date: